



THE VALLEY VIEW

820 Crawford Street
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Vicksburg, MS 39181-0080
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This Quarter's Topic:

Affirmative Employment

The goal of every Federal agency is to seek to provide full and fair employment opportunities in the work place. One of the tools the Federal government uses to accomplish this is through affirmative action or affirmative employment. Affirmative employment is a conscious, deliberate effort to ensure qualified minorities, women, and disabled employees are given a full and fair opportunity to be represented in and succeed in the agency's workforce.

The Affirmative Employment Plan (AEP) is a detailed set of goals, objectives, and action items developed by management to enable the agency to accomplish affirmative employment efforts. The affirmative employment programs which fall under the auspices of equal employment opportunity are the Affirmative Employment Plan for Minorities and Women and the Affirmative Action Plan for

Persons with Disabilities. Managers and supervisors provide input into the agency's AEP and are responsible for its implementation. Each MVD District, as well as MVD Headquarters, has a committee that works with all managers and supervisors to develop the Districts' and the MVD plans. The Districts' plans and the MVD plan are rolled into the MVD-wide plan. These plans are developed on a three-year basis. Each subsequent year, an Update and Accomplishment Report is required of MVD and each of its Districts. Our plans are reviewed and monitored by District and Division EEO, USACE EEO, and the Equal Employment Commission (EEOC).

Sitting on
The dock of the bay



Before we end this quarter, Bill Jones, MVM-EO, will be retired. He will be missed at MVD and we wish him the best.

Welcome Back

! Gayla Pacheco is back at Rock Island District.

! Teresa Cabrales is back (at Rock Island District) to work and school after having a *baby* in August.



➡ **MVD** – 27 Nov, Chew & Chat – focusing on Resume Building and Interviewing Skills

➡ **MVR** – 14 Nov, National Disabilities Employment Awareness Program by Project C.H.O.I.C.E.S

6 Nov, EEO staff conducted an EEO Update for Supervisors.



MVP – 5-8 Nov, Diversity Appreciation Week; Theme – “Riding the Waves” – focusing on Middle Eastern culture

DISTRICT HIGHLIGHTS



MVD

- Several managers and supervisors from MVD and MVK attended CO2 facilitator training conducted by Sgt. Robin Bell, USACE CO2 Coordinator and EO Advisor to General Flowers, in October.
- Many MVD/MVK collateral duty counselors, EEO specialists from MVK and Huntington and a few MVD-EOs attended mediation training in late October to early November.

MVR

- John “Punkie” Punkiewicz, Disabilities Employment Program Co-Manager has been detailed to the EEO Office to help with the work and transition. On 2 Oct John also attended a career fair at Western Illinois University.
- Jeannie Elliott, Chief, IM, won the EEO Champion of

the Year Award which was presented at the Women’s Equality Day Luncheon 29 Aug.

- A Lunch and Learn for Hispanic Heritage Month was held 26 Sep with guest speaker Nereida Avendano, Director of Cross Cultural Educational Programs, Western Illinois University.
- Elizabeth Robinson, EEO Officer, attended the Multicultural Career Fair at University of Illinois on 17 Oct.
- Gayla Pacheco and Elizabeth Robinson completed computerized POSH training.
- Teresa and Elizabeth Robinson participated in the District’s Annual CFC Chili Cook-off on 1 Oct. Teresa won third prize for the best costume which was a beautiful dress from Mexico.

Trivia



Did You Know . . .

- In 1621 the Pilgrims of Plymouth Rock celebrated their first Thanksgiving to show appreciation to the Wampanoag Indian tribe for teaching them survival skills for life in the New World?

- The Macy’s Thanksgiving Parade was begun in the 1920s?

HOLIDAY

Safety Tips:

As we celebrate Thanksgiving Christmas, Hanukah, Kwanza, and New Year, the MVD EEO Staff Wishes for All of You a Safe and Happy Holiday Season.

It’s time to get out and shop for the turkey trimmings and the other holiday trimmings that we enjoy during this season. In our rush and bustle, we forget about being safe in our surroundings, whether inside or outside of our homes. Here are some things to think about. ***Nothing is foolproof and you don’t have to use these tips.*** It’s a matter of choice.

At Home:

- ✓ Keep exterior doors locked at all times.
- ✓ Leave a light on if it will be dark when you return home.
- ✓ Ring your door bell before unlocking the door – burglars don’t like surprises.
- ✓ Leave a radio or television playing.
- ✓ If having items delivered when you are away, ask the delivery service to place packages out of sight or ask a neighbor to collect them.
- ✓ Garbage cans left on the street all day are signs that you may not be home.

- ✓ Have house keys ready to unlock the doors when you come home.
- ✓ If you have a garage, keep door(s) closed.
- ✓ When you discard boxes that electronics or fancy toys and gadgets were in, please break the boxes down so others can't see what was purchased.
- ✓ Don't give out personal information on the telephone.
- ✓ Never, ever say you are not home on your answering service.
- ✓ If possible, forward your calls to someone you trust to answer your phone when you are away. Get permission!

If Traveling During the Holidays:

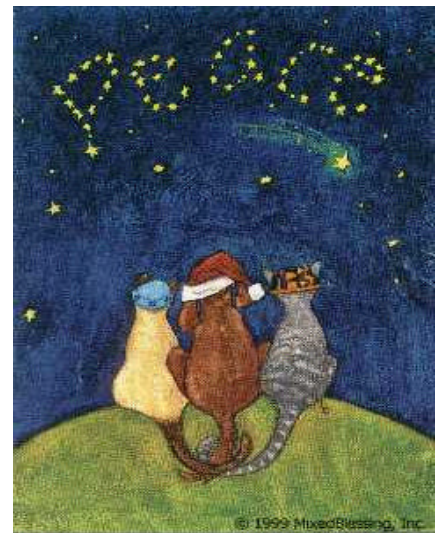
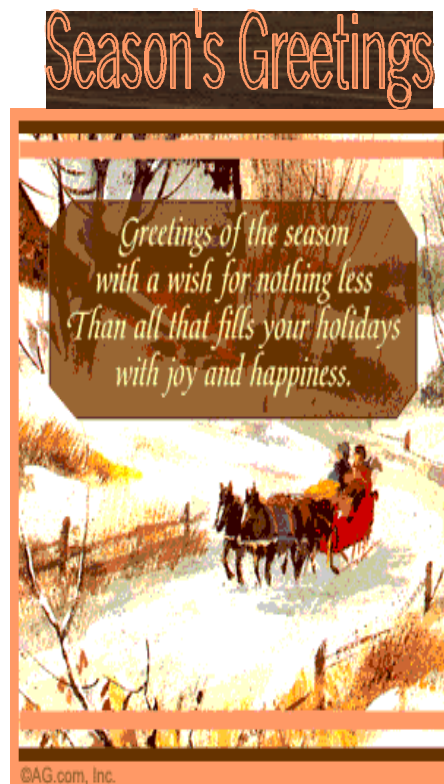
- ➔ Stop mail, newspapers, and deliveries.
- ➔ Don't publicize your plans.
- ➔ Ask a neighbor or friend to watch your home.
- ➔ Don't stop at deserted rest stops.
- ➔ Don't pick up hitchhikers.
- ➔ Place packages out of sight in the vehicle.

Shopping?

- * Don't carry rolls of cash.
- * Don't show a lot of cash when paying for goods. Stash, don't flash!
- * Never, ever leave your purse in the car.
- * Keep vehicle doors locked.
- * Always have your vehicle keys ready to unlock the vehicle before you leave the safety of a building.
- * Don't be caught digging in your purse in the parking lot!
- * Shop in pairs or groups.
- * Park close to the shop's entrance if possible.

- * Walk with confidence, even if your feet are killing you.
- * Secure packages out sight if you plan to make other stops.
- * Carry a whistle and don't be afraid to use it!
- * If someone suspicious is hanging around the parking lot, find security and report it immediately.

There are many tips for everyday safety that we should be aware of and practice. Don't be caught with your guard down this holiday season.



Peace is a gift we can share now and forever.

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